



# Australian Bureau of Statistics

## 4631.0 - Employment in Renewable Energy Activities, Australia, 2013-14

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## Summary

### Main Findings

#### MAIN FINDINGS

This new publication reports on annual direct full time equivalent (FTE) employment in renewable energy activities in Australia for the years 2009-10 to 2013-14.

#### OVERVIEW

Annual direct FTE employment in renewable energy activities in Australia stood at 12,590 in 2013-14. This figure is an increase of 3,840 or 44 per cent on the employment level of 8,750 recorded for 2009-10. However, there has been a decline of 2,300 or 15 per cent from the peak of 14,890 recorded for 2011-12.

Employment in renewable energy activities is influenced by policies put in place by federal, state/territory and local governments. A description is provided of some key government policies operating during the period 2009-10 to 2013-14 to facilitate analysis.

#### STATES AND TERRITORIES

In 2013-14 NSW recorded the highest level of annual direct FTE employment in renewable energy activities of any state or territory in Australia, with 2,950 FTE employees or 22 per cent of total employment in renewable energy activities in Australia. Victoria recorded 2,810 or 22 per cent of total employment in renewable energy activities, Queensland 2,520 (20 per cent), South Australia 1,330 (11 per cent), Tasmania 1,450 (12 per cent) and Western Australia 820 (7 per cent).

For the years 2011-12 and 2012-13, Queensland recorded the highest level of annual direct FTE employment in renewable energy activities among Australia's states and territories, with 3,820 (26 per cent of the Australian total) and 3,300 (25 per cent of the Australian total) annual direct FTE employees respectively.

Between 2009-10 and 2013-14 all states and territories except South Australia recorded increases in direct FTE employment in renewable energy activities. The largest increase occurred in Victoria, where employment rose by 1,330 (from 1,480 in 2009-10 to 2,810 in 2013-14). In percentage terms, the strongest growth occurred in the ACT where an increase of 425 per cent was recorded (from 120 in 2009-10 to 630 in 2013-14).

Since 2011-12 all mainland Australian states have experienced a decline in annual direct FTE employment in renewable energy activities. The largest such fall was in Queensland, where employment fell from 3,820 to 2,520 between 2011-12 and 2013-14, a decline of

1,300 or 34 per cent. For the same period, Western Australia experienced a fall of 920 (from 1,740 to 820) or 53 per cent. At the same time, Tasmania and both territories experienced rises in FTE employment. In Tasmania annual direct FTE employment in renewable energy activities increased from 1,160 in 2011-12 to 1,450 in 2013-14, a rise of 290 or 25 per cent.

## **TYPE OF RENEWABLE ENERGY**

Among renewable energy activities, employment in roof-top solar photovoltaic modules (PV) (which includes solar hot water systems) made up the largest component of total direct annual FTE employment in 2013-14 with 6,120 or 49 per cent of all such employment. Though employment in this category fluctuated during the period from 2009-10 to 2013-14, it remained the largest single contributor to employment in renewable energy activities for this period. Its share peaked in 2011-12 when employment in roof-top solar PV made up 74 per cent of total direct FTE employment in renewable energy activities.

Employment in hydropower activity was relatively stable throughout the period 2009-10 to 2013-14, recording a low of 1,430 annual direct FTE employees in 2009-10 and a high of 1,810 in 2013-14. Employment in this area increased each year over the reporting period.

Employment in wind power is primarily driven by installation activity, rather than by ongoing operation and maintenance. As a result, this employment is heavily dependent on continuing formation of wind power infrastructure and is relatively volatile. Total annual direct FTE employment in wind power varied in size from a low of 1,110 in 2011-12 (7 per cent of annual direct FTE employment in renewable energy activities) to a high of 2,690 in 2013-14 (21 per cent of the total).

Employment in renewable energy activities located in government entities and in non-profit institutions (NPIs) grew steadily from 480 in 2009-10 (or 5 per cent of annual direct FTE employment in renewable energy activities) to 1,170 in 2013-14 (9 per cent of the total).

## **TYPE OF RENEWABLE ENERGY, BY STATE/TERRITORY**

The composition of employment in renewable energy activities varied somewhat between states and territories. However, for most states and territories, employment was dominated by solar power (which includes roof-top solar PV, solar hot water systems and large scale solar). This dominance was strongest in Western Australia and Queensland where, respectively, 89 and 88 per cent of direct FTE employment in renewable energy activities in 2013-14 was attributable to solar power.

Tasmania is unique among Australian states and territories in that its employment in renewable energy activities is dominated by hydropower. Employment in hydropower activities in Tasmania increased from 840 in 2009-10 to 1,100 in 2013-14 and comprised 76 per cent of Tasmania's renewable energy employment in 2013-14..

## **KEY POLICY INFLUENCES ON RENEWABLE ENERGY EMPLOYMENT**

Levels of employment in renewable energy activities are influenced by a number of government policies, including taxes, subsidies and pricing policies. Policies to enable the achievement of the Renewable Energy Target (RET) have an important influence on the uptake of all types of renewable energy and therefore on employment in renewable energy activities. The RET is comprised of the Large Renewable Energy Target (LRET) and the Small-scale Renewable Energy Scheme (SRES). Uncertainty over the future of the RET, or over the size of the renewable power percentage, is likely to have a flow on effect on future investment in renewable energy infrastructure.

The feed-in tariff (FiT) is another important influence on employment in roof-top solar PV activities. A FiT is a pricing arrangement under which an electricity supplier pays a customer for electricity that is generated by a solar PV system owned by the customer and exported (i.e. 'fed-in') to the grid. The FiT varies significantly over the time series presented in this publication, and between states and territories. During 2009-10 and 2010-11, the FiT paid to customers in most states and territories was higher than the normal wholesale cost of electricity generation, and sometimes in excess of the retail price of electricity. Commencing from 2011-12 significant reductions in FiT prices were introduced in the majority of states and territories. These reductions coincide with significant falls in new installations of roof-top solar PV systems and in associated employment.

The amount of the FiT and its conditions of operation varies significantly over the published time series and from state to state. One important condition of the FiT is whether it is paid on a gross or net basis. A gross FiT applies to the full amount of electricity produced by the customer while net FiT applies only to the excess of the customer's production over their consumption.

The following paragraphs summarise the operation of FiT arrangements within each state and territory over the time series of this publication.

The NSW Solar Bonus Scheme introduced a gross FiT for energy generated from a roof-top solar PV system of less than 10 kW in capacity. This scheme commenced on 1 January 2010 with a FiT of 60 cents per kilowatt hour (kWh). In October 2010, this gross FiT was reduced to 20 cents per kWh and in April 2011 the Solar Bonus Scheme was closed to new applicants. Since April 2011 NSW has not mandated a minimum FiT. Instead, the NSW Independent Pricing and Regulatory Tribunal (IPART) has made a benchmark assessment each year since 2011-12 of the value of electricity provided by electricity customers back to the electricity retailer. However, retailers in NSW are free to set their own FiT and need not observe IPART's published benchmark range. IPART's benchmark range for the FiT was 8 to 10 cents per kWh in 2011-12, 7.7 to 12.9 cents per kWh in 2012-13 and 6.6 to 11.2 cents per kWh in 2013-14.

Victoria commenced a Premium Feed-in Tariff late in 2009, which offered 60 cents per kWh on a net feed-in basis, for systems of up to 5 kW capacity. This scheme was closed to new applicants at the end of 2011 and was replaced by two schemes: the Standard Feed-in Tariff scheme and the Transitional Feed-in Tariff scheme. The former scheme applied to systems of up to 100 kW capacity and offered a one-for-one rate matching the current retail price of electricity. The transitional scheme offered a minimum of 25 cents per kWh net FiT and applied only to schemes of up to 5 kW capacity. The Standard Feed-in Tariff and Transitional Feed-in Tariff schemes were closed to new applicants on 31 December 2012.

The current Victorian FiT scheme commenced on 1 January 2013 and applies to eligible renewable energy systems of less than 100 kW capacity. It provides for a minimum net FiT as determined by the Victorian Essential Services Commission (ESC). This minimum FiT was set at 8 cents per kWh for 2013 and 2014.

The Queensland government commenced a Solar Bonus Scheme in 2008 that paid 44 cents per kWh on a net FiT to customers with a roof-top solar PV system of less than 5 kW capacity. This scheme was closed to new applicants on 9 July 2012 and replaced by a net FiT of 8 cents per kWh.

South Australia commenced a net FiT scheme in July 2008 that paid 44 cents per kWh and was open to customers consuming less than 160 mWh per annum. A reduced net FiT of 16 cents per kWh was introduced on 30 September 2011. Commencing from 1 January 2013, the FiT is determined by the Essential Services Commission of South Australia and is

presently set at 6 cents per kWh.

Western Australia started a FiT scheme on 1 July 2010 under the renewable energy buy-back scheme. This was a net FiT arrangement under which the state government contributed 40 cents per kWh and a further 7 cents per kWh was paid by the customer's electricity retailer (either Synergy or Horizon Power). This scheme was closed to new applicants on 1 August 2011. The FiT is now determined by the Western Australian electricity retailers, Synergy and Horizon Power. Horizon Power, for example, offers a different FiT for different customers based primarily on the location of customers.

Tasmania operates a net FiT scheme which commenced with a FiT of 27.785 cents per kWh. This scheme was closed to new applicants on 1 September 2013. For renewable energy systems installed between 1 September and 31 December 2013 a transitional FiT of 8.282 cents per kWh applied. From 1 January 2014, the FiT is determined by the Tasmanian Energy Regulator and was set at 5.551 cents per kWh for the period 1 July 2014 to 30 June 2015.

The Northern Territory operates a gross FiT arrangement. The FiT has been relatively stable within the Northern Territory for the time series contained in this publication.

The ACT maintains a gross FiT scheme. The scheme commenced on 1 March 2009 and initially offered a FiT of 50.05 cents per kWh for systems with a capacity of up to 10 kW and 40.04 cents per kWh for systems larger than 10 kW and up to 30 kW capacity. For systems installed between 1 July 2010 and 31 May 2011 and with a capacity of up to 30 kW the applicable FiT is 45.70 cents per kWh. As of 14 July 2011 the ACT ceased to regulate FiT rates for roof-top solar PV systems and rates are determined by the electricity retailers operating in the territory. At present, the FiT offered by electricity retailers in the ACT varies between 6 cents and 7.5 cents per kWh.

Local government policies also have the potential to influence employment in renewable energy activities. For example, both Hobart City Council and Brisbane City Council have offered rebates on the installation of a new solar hot water systems. The ACT Energy Wise Program offered rebates to homeowners and tenants undertaking energy saving improvements to their residence, including the installation of solar hot water systems. Some councils offer no interest loans to install roof-top solar PV systems, for example, Darebin City Council offers such a scheme to eligible pensioners.

The net effect of the interaction of federal, state/ territory and local government policies with regard to the renewable energy thus varies by location and over time.

## Introduction

### INTRODUCTION

In recent years, Australia has experienced growth in the amount of energy derived from renewable energy sources. The Australian Bureau of Statistics (ABS) Energy Account, Australia 2012-13 (cat. no. 4604.0) reports that 335 PJ of energy was supplied from renewable sources in 2012-13, up from 259 PJ in 2008-09. While the proportion of energy supplied from renewable sources in Australia remains small, there is considerable interest in renewable energy including interest in the amount of employment associated with

renewable energy activities. This publication contains the first set of ABS estimates of annual direct full time equivalent (FTE) employment in renewable energy activities. Estimates relate to the years 2009-10 to 2013-14 for Australia, state and territory. Funding for this project was provided by the Australian Renewable Energy Agency (ARENA).

There are no comprehensive international statistical standards to guide the definition and measurement of employment in renewable energy activities and therefore this project has had to resolve a number of questions and challenges without the benefit of a guiding standard. The primary challenge is that renewable energy activities take place across a range of industries and there is no agreed definition of the renewable energy industry. In measuring employment by an industry, conventional practice is to assign each business to an industry based on the predominant activity of the business. Employees are then deemed to belong to the industry to which their employer has been assigned. Thus, the measurement of employment by industry is in concept relatively straightforward for standard industries such as mining, manufacturing or retail trade. On the other hand, measuring employment for non-standard industries, such as renewable energy, tourism or information and communication technologies (ICT), requires careful consideration and definition of what is being measured and the associated methodology.

A role of this publication is to establish guiding principles for understanding employment in renewable energy. These guidelines have been established in large part by following general accounting principles embodied in relevant international statistical standards: the 2008 edition of the **System of National Accounts** (2008 SNA); and the 2012 Central Framework of the **System of Environmental-Economic Accounting** (SEEA-CF). Appendix 1 describes how relevant international statistical standards have been interpreted and used to develop a notion of employment in renewable energy activities.

The International Renewable Energy Agency (IRENA) in **Renewable Energy and Jobs** (2013) publishes estimates of employment in renewable energy at global, regional and national levels. IRENA acknowledges the difficulties of drawing together disparate data on employment in renewable energy activities but does not offer guidance on what constitutes renewable energy employment. Similarly, national estimates of employment in renewable energy jobs, both official and unofficial, typically provide only limited detail on those activities deemed to be 'renewable energy' activities. This publication systematically identifies, for each renewable energy type, the main activities considered to be in scope of employment in renewable energy activities. These activities typically range from manufacturing of equipment specific to renewable energy; installation of renewable energy infrastructure; and the operation and maintenance of this infrastructure. This publication includes employment in government agencies and Non-Profit Institutions (NPIs) where this employment is predominantly motivated by the support of renewable energy.

Appropriate estimation methodologies are required to support the renewable energy job estimates. National statistical agencies do not typically collect information on renewable energy employment directly from survey respondents since the burden on survey respondents and on statistical agencies can be considerable, especially given the difficulties in identifying an appropriate list of employing businesses. These difficulties stem in large part from the fact that renewable energy is not a standard industry, but also from the great heterogeneity of businesses engaged in renewable energy activities. However, in recent years a number of countries have used a range of techniques to develop estimates of employment in renewable energy activities. The ABS has estimated employment in renewable energy activities by using two such techniques: firstly, by accessing information made publicly available on websites by renewable energy providers; and secondly by utilising employment factors. The latter technique uses information on installed capacities of renewable energy infrastructure, numbers of installations and specific employment factors. Employment factors indicate the number of annual direct FTE jobs created per physical unit

of choice. The technique is described more fully in the Explanatory Notes.

The estimates contained in this publication represent the outcome of development work requiring the use of assumptions and synthetic estimates for some data components and are therefore considered experimental. There are known omissions from the published estimates, for example, it has not proven possible to estimate with confidence employment arising from the manufacture of renewable energy equipment, even though it is clear that a degree of such manufacturing takes place in Australia. Consequently it was decided to omit manufacturing of renewable energy equipment from the scope of this publication. As well, a number of decisions have been taken on conceptual matters that are likely to benefit from further discussion. For example, co-generation of energy (such as the use of black liquor in paper manufacturing) may constitute a form of renewable energy activity but has been deemed an activity that does not support employment. Over time, knowledge of renewable energy activities and related data will improve which will impact on published data outputs.

The ABS welcomes feedback on the estimates contained in this publication and expects that any future editions of this publication will benefit from the input of interested parties from industry, government, academia and the general community. Comments may be directed to <mark.lound@abs.gov.au>, the National Information and Referral Service on 1300 135 070 or in hardcopy to:

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## About this Release

Employment in Renewable Energy Activities, Australia is a new ABS publication. It reports on Full Time Equivalent (FTE) employment in renewable energy activities. Estimates are produced in respect of the years 2009-10 to 2013-14, by state and territory and by type of renewable energy activity.

## History of Changes

**20/04/2015 Note:** The data cube has been updated. Totals for each state and territory are now described as "Total". These totals were previously labelled "Australia". The data remain unchanged.

# Explanatory Notes

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# EXPLANATORY NOTES

## RENEWABLE ENERGY EMPLOYMENT

### Definition and scope

**1** The scope of employment estimates contained in this publication is **employment in activities principally motivated by the production of renewable energy, and/or by the design, construction and/or operation and maintenance of renewable energy infrastructure**. These renewable energy activities are carried out within institutional units - for some of these units, renewable energy activities are its predominant activity. In other cases, the renewable energy activity occurs as a secondary activity of the institutional unit. Nevertheless, employment related to all such renewable energy activities is in scope of this publication.

### CATEGORIES OF RENEWABLE ENERGY

**2** Renewable energy may be generated from a number of sources. Within Australia the **Renewable Energy (Electricity) Act 2000** describes the range of renewable energy sources eligible under this act and these form the basis of renewable energy types contained in this publication. The broad categories of renewable energy types is set out below:

- Solar - Roof-top photovoltaic (PV)
- Solar - Large scale
- Solar - Hot Water System
- Wind
- Hydro
- Biomass
- Geothermal
- Wave.

**3** In addition, a significant number of employees of government bodies and non-profit institutions (NPIs) are engaged in activities directly and predominantly motivated by the promotion, administration and production of renewable energy and of renewable energy infrastructure. Within this publication the following additional category of renewable energy activity is thus included:

- Government and NPIs.

**4** Government and NPIs employees are recorded separately from the other categories of renewable energy, since these employees are typically engaged in activities that cut across various types of renewable energy. For example, an employee of the Clean Energy Regulator who carries out tasks related to the administration of Australia's renewable energy target is principally motivated by the delivery of a market infrastructure to promote all types of renewable energy. Since Australia's renewable energy target promotes a range of renewable energy types, it is not appropriate to assign employees of the Clean Energy Regulator to a specific type of renewable energy. Instead, they are assigned to a separate category 'Government and NPIs'.

## **SCOPE OF RENEWABLE ENERGY ACTIVITIES**

**5** This section briefly describes the scope of activities included under each category of renewable energy and for government and NPIs. Direct FTE employment in renewable activities relates specifically to the following activities.

### **Solar - Roof-top photovoltaic (PV)**

**6** Employment in solar roof-top PV activities extends to all activities required to install small scale solar power infrastructure. This includes such activities as site preparation; roof modifications; electrical preparations (e.g. powerboard upgrade and/or meter replacement); installation of racking for solar panels, solar panels and inverter; and testing and certification of installed systems. It also includes related retail activities and project management. Employment in operation and maintenance of roof-top solar PV is in scope, however no estimates have been made of employment in these activities because it is assumed to be insignificant due to the generally low maintenance nature of this infrastructure and the low average age of relevant capital stock in Australia.

**7** Note that while these activities are described as relating to 'roof top PV' solar, in fact they relate to all solar PV systems with an installed capacity of less than 40kW.

### **Solar - Hot Water System**

**8** Employment in solar hot water system activities includes installation of solar hot water systems (HWS), either into new dwellings; or into existing dwellings as a replacement for existing solar HWS or as retrofitted conversion to solar HWS. Direct employment in renewable energy activities relates to those employment activities needed to carry out the installation of the solar HWS, for example, site preparation, system design, system installation, project management and administration. It also includes repair and maintenance activity carried out on solar HWS.

### **Solar - Large scale**

**9** Employment in large scale solar activities includes employment activities related to all solar power systems with an installed capacity of 40kW or greater. In practice it includes two broad types of solar power infrastructure. The first is a larger version of household roof-top solar PV installations, typically sited on the roof of commercial operations such as shopping centres, hospitality clubs or factories. The owner of this type of infrastructure is usually seeking to defray a significant electricity expense. The second type of large scale solar infrastructure is a dedicated solar farm allowing the electricity producer to supply electricity to the grid for sale to third-party customers. In both cases, employment in renewable energy activities relates to those direct employment activities needed to carry out the installation of the large scale solar, such as site preparation, system design, system installation, project management and administration. In principle, it also includes employment related to the ongoing operation and maintenance of large scale solar power infrastructure.

### **Wind**

**10** Employment estimates for wind power encompass two broad areas of activity: installing wind power infrastructure such as concrete slabs, towers, turbines, grid connection and



access roads; and the ongoing technical operation and maintenance of wind power infrastructure. The former is primarily undertaken by employees of engineering and construction, transport and similar businesses. The latter is typically carried out by employees of the wind power infrastructure operator.

## **Hydro**

**11** Employment in hydropower activities includes all activities required to carry out hydropower operations, including those related to operating and managing hydropower assets to generate hydroelectricity. In addition to the range of technical activities needed to carry out these operations, hydropower activities include such things as related retail activity; engagement with local and national electricity markets; management of environmental assets and engagement with various hydropower stakeholders. Planning and construction of hydropower capital works are also in scope, and these activities include the construction and/or upgrade of dams for hydropower; upgrade and/or replacement of key technical components such as turbines and transformers; and capital works related to distribution assets such as grid connections, poles, wires and other distribution structures.

**12** This category also includes employees involved in designing, developing and installing micro hydro power infrastructure.

## **Biomass**

**13** Energy from biomass includes bio ethanol; bio diesel; gas from landfill; sewage gas; and crop and livestock waste. Direct employment in biomass energy activities includes the design, construction and maintenance of infrastructure used to create energy from biomass. It also includes employees who operate this infrastructure for the primary purpose of generating renewable energy.

**14** Direct employee numbers for biomass do not include those engaged in cultivating biomass feedstock, such as red sorghum, for use in generating bio-energy. It also does not include employees engaged in the crushing of sugar cane - the process from which bagasse (fibrous sugar cane waste) is created as a renewable energy by-product. The primary reason for crushing sugar cane is to support the production of refined sugar; the creation of bagasse is a secondary (though valuable) outcome. A similar reasoning supports the exclusion of employment related to the production and use of black liquor, which is both a by-product and a source of renewable energy in the manufacturing of paper.

## **Geothermal**

**15** Employment in geothermal power activities relates to activities associated with the development of geothermal energy infrastructure i.e. site preparation, system design, drilling, system installation, related transport activity, project management and administration. Australia's geothermal energy operations remain essentially exploratory exercises with only limited operational capacity developed to date.

**16** Academic research into geothermal energy is concentrated into dedicated centres located within Australian universities. Employees engaged in these activities have been assigned to the category 'government and NPIs'.

## **Wave**

**17** The use of ocean waves, tides or current to generate energy is currently at early production stages within Australia. Renewable energy activities relevant to estimates of direct employment in wave energy include the design, construction and operation and maintenance of wave energy infrastructure.

**18** Employment in this area is small and there is very little publicly available data on employment in wave energy activity in Australia. As a result it was decided to omit estimates of annual direct FTE employment in wave energy activities.

## **Government and NPIs**

**19** The scope of this publication includes activities undertaken by employees of government agencies and NPIs to support the operation of renewable energy systems, for example, administration, legal, policy or advocacy. Therefore, employment in regulatory bodies such as the Clean Energy Regulator is in scope. Some government agencies and NPIs provide support that is critical to the go-ahead of many renewable energy projects and the employees of these units are also considered to be renewable energy employees. Examples of the latter include the Clean Energy Finance Corporation (CEFC) and ARENA. Employees engaged in renewable energy advocacy are also included, for example, employees of various renewable energy peak bodies.

## **DIRECT / INDIRECT EMPLOYMENT IN RENEWABLE ENERGY ACTIVITIES**

**20** International statistical standards do not define direct and indirect employment, however, the concepts are straightforward for standard industries. For example, direct employment in the mining industry refers to jobs created by the actions of units predominantly engaged in mining activity.

**21** The concept becomes less straightforward in the context of non-standard industries, or to specific projects. For example, no 'Tourism' industry exists within standard industry statistics produced by official statisticians. Tourism is defined in terms of the consumer of the product such that, for example, some consumers of accommodation services are engaged in tourism activity and some are not. Thus, it is difficult to determine where 'tourism' employment starts and finishes. In the case of tourism, the direct effect relates solely to the immediate effect of expenditure made by visitors. For example, when a tourist uses a taxi service, the direct employment effect includes the proportion of the driver's employment that is spent driving tourists. The indirect effects on employment would include employees hired by the petrol stations, garages and food outlets needed to provide the taxi driver with petrol, motor servicing and meals while on duty. Renewable energy activity, like tourism, does not constitute a standard industry within industrial classifications.

**22** Direct employment in renewable energy activities is employment directly related to the production of renewable energy, and/or by the design, construction and/or maintenance of renewable energy infrastructure. The section above 'Scope of renewable energy activities' describes the specific activity inclusions for each type of renewable energy. For example, an installer of roof-top solar PV will undertake a range of activities to design and install this infrastructure. That is, direct employment relates to such activities as site preparation; roof modifications; electrical preparations (e.g. powerboard upgrade and/or meter replacement); installation of racking, solar panels and inverter; and testing and certification. It includes any subsequent call-out for repairs and maintenance, and also retail activities and project management. Indirect employment comprises all people who work in the production of intermediate inputs related to installing, operating and maintaining renewable energy

infrastructure. It arises from such things as general supplies used in the installation process (e.g. wiring, conduit, replacement roof tiles), servicing of transport equipment, meals consumed on the job and so on. If the installer of roof-top solar PV does general electrical work such as replacing powerpoints or light fittings, this is not employment in renewable energy activities (of either a direct or indirect kind).

## ESTIMATION METHODOLOGY

**23** Renewable energy is not readily discernible from the standard product and industry classifications used within official statistical series. For example, within the 2006 edition of the Australian and New Zealand Standard Industrial Classification (ANZSIC) (cat. no. 1292.0), renewable energy is separately identified within Class 2612 Hydro-Electricity Generation, but no other renewable energy activity is separately identified in this way. Units whose predominant activity is to generate electricity from wind, solar, biomass, geothermal or wave energy are not separately identified but are recorded together within ANZSIC Class 2619 Other Electricity Generation. In cases where renewable energy is not the predominant activity of the producing unit, for example, the use of bagasse by sugar manufacturers, standard industry statistics will instead record economic activity against the predominant activity of the unit. The installation of renewable energy infrastructure is an important example of ANZSIC treating activity not as part of a renewable energy industry but instead as construction activity or as professional, scientific and technical services. The cross-cutting nature of renewable energy means that, while renewable energy activity is in scope of the national accounting framework, it is captured in a way that does not support its full and separate identification.

**24** National statistical agencies do not typically conduct surveys of renewable energy activity and the ABS has not gathered any information directly from survey respondents in support of this publication. In producing the experimental estimates contained in this publication the ABS has used two broad approaches. Firstly, it has accessed publicly available information such as company annual reports, information provided on company websites, industry association reports and data drawn from the Renewable Energy Certificate (REC) Registry maintained by the Clean Energy Regulator. Secondly, it has made extensive use of the employment factor approach.

### Employment factor approach

**25** The employment factor approach has been used to estimate employment in renewable energy activities by type of renewable energy. It utilises information on installed capacities of renewable energy infrastructure, numbers of installations and employment factors. Employment factors indicate the number of annual direct FTE jobs created per physical unit of choice, for example, numbers of annual FTE employees created per megawatt (MW) of installed capacity of wind power. It is an estimation technique that has been used internationally to estimate employment numbers associated with renewable energy activities.

**26** The critical element of this methodology is the employment factor itself and this has been estimated on the basis of specific case studies, industry surveys, feasibility studies and/or technical literature specifications related to renewable energy operations.

**27** The employment factors used in this publication make use of an international summary of factors published by IRENA in **Renewable Energy and Jobs** (2013), augmented by a number of Australian studies. The actual employment factors used within this publication are described in the section immediately below, against the relevant categories of renewable

energy.

**28** Employment factors vary significantly over time and from country to country and must be interpreted and used with caution. They reflect different employment functions inherent within different countries, leading to significant variation in employment numbers per unit of installed capacity of renewable energy. For example, the lower price of labour in developing countries often results in significantly more FTE employment per MW of installed capacity than is the case for high labour cost developed countries. Employment functions would be expected to change over time, sometimes quite rapidly, as technological improvements are achieved in renewable energy equipment and as the technical expertise of designers, managers and installers grows.

## **ESTIMATION METHODOLOGY, BY TYPE OF RENEWABLE ENERGY**

### **Solar - Roof-top PV**

**29** The employment factor approach was used to estimate annual direct FTE employment associated with roof-top solar PV power.

**30** The Clean Energy Regulator reports information on installed capacity of roof-top solar PV infrastructure in Australia. This is the physical variable typically used for the calculation of employment estimates using the employment factor approach.

**31** A number of countries have developed estimates of employment related to the installation of roof-top solar PV by using employment factors expressed per MW of installed capacity of solar PV (IRENA, 2013). These data were compared to data yielded by recent Australian case studies which show significantly lower levels of employment per MW of installed capacity than typically reported overseas. There are a number of reasons for these differences. In the first instance, the Australian figures assume that no domestic employment arises from the manufacturing of solar components (panels, inverters, racking etc.) and this assumption does not hold true for some other countries. A second more critical factor is the age of many of the international estimates. Given the dramatic recent decline in the price of roof-top solar PV components, it has become more affordable to install larger systems. With the recent significant growth in the average size of roof top solar PV systems installed, annual employment per MW of installed capacity has also fallen significantly.

**32** On the basis of case study investigations the ABS has determined that in using the employment factor approach, the more meaningful physical variable is employment per installation of roof-top solar PV system, rather than per MW of installed capacity of roof-top solar PV. Larger roof-top solar PV systems have more solar panels and more racking and their installation therefore requires somewhat more labour. However, the majority of tasks making up a roof-top solar PV system installation take equally long to complete for a small system as for a large one. For example, time spent on sales activity; project management; processing of renewable energy certificates (RECs); transport to and from the work site; roof preparation; installation of inverter; upgrade of powerboard; replacement of electricity meter and regulatory checks; are either completely or largely independent of the size of the roof-top solar PV system installed.

**33** The average size of a roof-top solar PV system installed in Australia increased substantially between 2009-10 and 2013-14. The estimation methodology used by the ABS recognises that roof-top solar PV systems are now larger and therefore take somewhat longer to install. Equally, it is recognised that over this brief time series efficiency gains have been made in the installation of roof-top solar PV systems.

**34** The ABS case study findings relate specifically to the labour required at the work site to install roof-top solar PV infrastructure. To this is added employment associated with various 'business process costs' (e.g. sales, planning and administration costs) needed for the installation of roof-top solar PV. Figures sourced from IRENA (2012, p20) provide the basis for scaling up employment factors to include these 'business processes'.

### **Solar - Hot Water System**

**35** The employment factor approach was used to estimate annual FTE employment associated with the installation and servicing of solar hot water systems.

**36** Estimates of the number of solar hot water systems installed, both cumulatively and for individual years, is based on data from SunWiz 2014 published in the **Clean Energy Australia Report 2013**, a publication produced by the Clean Energy Council. The employment factor is based on case study information and is expressed as hours worked per installation of solar hot water system. Note that installations made to an existing home take longer than an installation to a new dwelling and that the employment factor also considers ongoing servicing of solar hot water systems.

### **Solar - Large scale**

**37** The employment factor approach was used to estimate annual FTE employment associated with large scale solar power.

**38** Limited information is available internationally on employment factors per MW of installed capacity of large scale solar power. This may be explained by the fact that, until recently, large scale solar struggled to compete on cost grounds with other forms of renewable energy, particularly wind. Instead, international data on employment per MW of installed capacity was more likely to pertain to the installation of roof top solar PV and other applications of solar power. As is the case for wind power, most of the data available internationally on employment per MW of installed capacity of solar power appear considerably higher than could be justified in the Australian context.

**39** Several large scale solar power operations have recently been either proposed or completed in Australia. Typically the owners have provided extensive information on the scale and nature of these operations, including details on employment, on publicly accessible websites. By using a combination of this publicly available information, assumptions about the relationship between jobs and annual FTE employment, and by incorporating an element of employment related to the planning and development of the solar farm, it has been possible to derive an employment factor expressed as annual FTE employment per MW of installed capacity of large scale solar power.

**40** The employment factor used by the ABS for large scale solar power is at the lower end of spectrum of international observations. However, it is comparable to the estimate generated by the European Photovoltaic Industry Association (September, 2012).

**41** Large scale solar encompasses a wide range of operations, from 40kW capacity roof-top solar systems to solar farms with upwards of 100 MW capacity. It has been found that, in practice, employment per MW of installed capacity does not vary significantly between roof-top solar PV and large scale solar farms.

## Wind

**42** The employment factor approach has been used to estimate annual direct FTE employment for wind power.

**43** A list of relevant businesses engaged in wind power operations was compiled using publicly available information. This list contains data on each wind farm in Australia, including: state/territory; start/finish date of construction activity; and installed capacity of the wind farm. Employment factors were generated for: direct FTE annual employment related to construction activity; and direct FTE annual employment related to ongoing operation and maintenance of the wind farm. The employment factors were determined based on various Australian studies, taking into account information publicly released by a number of companies installing wind power in Australia, and after consideration of published results from around the world.

**44** The employment factors used in this publication were selected after confrontation with other available data, in particular, after comparison with information publicly released by a number of Australian companies delivering and operating renewable energy projects. Official company reports and website information on renewable energy projects frequently set out expected and actual employment levels related to these projects, as well as project start and finish dates and installed capacity in MW. These figures were used to derive observed estimates of employment factors for specific projects and to help determine which employment factors were the most appropriate to Australian operations for the period in question. The employment factors used for wind power in this publication are at the lower end of the range of factors published internationally.

**45** A high priority was placed on obtaining recent observations because the recent rapid increase in size of wind turbines and blades impacts directly on per-MW employment factors. In addition, Australia's status as a high wage cost country necessarily restricts the comparison to employment factors from similarly high wage cost countries i.e. where greater pressure exists to maintain the minimum workforce necessary to complete the task. Employment factors used in many overseas studies include a significant manufacturing component but for Australia the amount of employment related to manufacturing of renewable energy equipment is relatively much less. This is further justification for use of employment factors that are at the lower end of the spectrum of international data. Finally, employment factors used for wind power in this publication do not consider employment related to decommissioning or refurbishment of renewable energy infrastructure, primarily because most of Australia's renewable energy infrastructure is relatively young and very few wind power operations have ended their productive life.

## Hydro

**46** The estimation process used a list of Australia's active hydropower sites which has been compiled from a range of sources available from publicly accessible websites.

**47** In Australia, hydropower operations are typically carried out by large enterprises predominantly engaged in the provision of hydropower. For these businesses, employment data were taken from publicly available company annual reports and from other information publicly available on company web sites. However, there are also firms that predominantly rely on power from a range of sources that include hydropower operations as part of their energy mix. For these businesses, employment data were mainly obtained from information publicly available from company websites. In some cases, however, employment numbers could not be retrieved from company websites and were instead estimated based on the installed hydropower capacity of the firm's operations.

**48** For two hydropower operators the ABS has adjusted information taken from publicly available sources. These data adjustments were required to achieve a complete time series of data, and to ensure a better fit with the required conceptual basis of the publication.

**49** In the first instance, the 2013 Hydro Tasmania Annual Report (page 77) presents employee numbers by calendar year, up to and including for 2013. The 2014 Hydro Tasmania Annual Report (page 8) presents numbers similarly in respect of 2014. An estimate of Hydro Tasmania employees engaged in wind farm activities has been deducted from this total. This adjusted calendar year series has been converted to a June 30 financial year basis using the average of adjoining calendar year estimates.

**50** The second adjustment was applied to employment data released in respect of 2012-13 by Snowy Hydro Limited on its company website. In order to extrapolate beyond this year, an indicator was built to approximate movements in FTE employees of Snowy Hydro. The indicator is 'Employee benefits expense' taken from annual reports of Snowy Hydro, divided by average hourly cash earnings of full-time non-managerial adult employees of the Electricity supply industry, sourced from the ABS publication Employee Earnings and Hours, Australia (cat. no. 6306.0).

## **Biomass**

**51** Estimates of annual FTE employment in energy derived from Biomass are derived partially from publicly available employment estimates, and partially from using the employment factor approach.

**52** Three distinct sets of estimates make up employment in energy derived from Biomass: Bio ethanol; Bio diesel; and Landfill gas. For Bio ethanol and Bio diesel production employment data are obtained substantially from publicly available information. In some cases, employment was estimated based on the installed capacity of the plant, given knowledge of employment numbers for similar sized operations.

**53** Employment in landfill gas includes both design/installation of landfill gas infrastructure and ongoing operation and maintenance of this infrastructure. Publicly available information provided estimates of employment in the design and installation of landfill gas infrastructure. A number of landfill gas operators have placed information on public websites on both employment numbers and installed energy capacity. From these observations, an employment factor was derived and used for small landfill energy operations in Australia.

## **Geothermal**

**54** Employment in Geothermal operations in Australia is primarily concerned with exploration and development activity. Estimates of annual direct FTE employment in energy derived from Geothermal energy were derived from publicly available employment estimates.

**55** A register of the limited Geothermal power operations in Australia was created using information contained in **Australian Energy Resource Assessment** (footnote 1) (Department of Industry, Geoscience Australia and Bureau of Resources and Energy Economics). For these operations, estimates of employment were based on publicly available web-based sources.

## Government and NPIs

**56** Government agencies and NPIs generally have good web-based information of their operations, including employee numbers. This was the principal source used for estimation of annual direct FTE employment in renewable energy activities within government and NPI units.

**57** The estimates published here are likely to understate somewhat the true levels of renewable energy employment within government and NPIs. It is likely that a significant number of these entities employ numbers of people engaged in work directly related to renewable energy, for example, local council employees that develop and administer guidelines related to roof top solar systems, or employees of state government agencies that manage environmental aspects of wind farm proposals. This publication includes employment data where publicly available government information identifies an entire agency or an entire program engaged in renewable energy activities.

**58** A number of universities, often in partnership with outside entities, undertake research and development related to renewable energy. Employment in these types of activities has been included, for example, employment in developing understanding and design of geothermal operations. However, care has been taken to exclude employees engaged in energy efficiency developments, or in research related to institutional and/or economic aspects of renewable energy. Persons engaged in renewable energy activities under Doctoral or Visiting arrangements are also excluded from these estimates of FTE employment. Care also has been taken not to double-count employees where university departments are working in partnership with industry.

**59** A number of government and NPIs employees are engaged in climate change related work, for example, through policy development, advice, training and inter-disciplinary collaboration. Although renewable energy is a central consideration of climate change policy, these employees are not specifically engaged in renewable energy activities and they have been excluded from the estimates contained in this publication.

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## Glossary

### GLOSSARY

#### ANZSIC

The **Australian and New Zealand Standard Industrial Classification** (ANZSIC) is the standard classification used in Australia and New Zealand for the collection, compilation, and publication of industry statistics.

## **Bagasse**

Bagasse is the fibrous stalk of sugar cane which remains as residue from the sugar cane milling process. It is typically used as a fuel to produce electricity for the milling and refining of sugar cane.

## **Biodiesel**

Biodiesel is an oil produced from renewable organic sources containing fatty acids using a process of condensation called transesterification.

## **Bioethanol**

Bioethanol is ethanol produced from renewable organic sources, typically from agricultural feedstocks such as sugar cane.

## **Biofuels**

Biofuels are fuels produced from renewable organic sources. Biofuels include bioethanol and biodiesel which are commonly used as transportation fuels, and landfill gas which is commonly used in the generation of electricity.

## **Conversion loss**

The generation of energy typically involves its conversion from one form (e.g. coal) into a preferred form (e.g. electricity). In such a conversion part of the original energy is lost, for example, through dissipation in the form of heat, and this is termed a conversion loss.

## **Direct employment - renewable energy**

Direct employment in renewable energy activities is employment directly related to the production of renewable energy, and/or by the design, construction and/or maintenance of renewable energy infrastructure. See also Indirect employment - renewable energy.

## **Electricity**

Electricity is the flow of electrical power or charge. Electricity is commonly derived from burning organic matter, especially coal and natural gas. Other sources include hydro, wind and biomass.

## **Employment factor**

An employment factor describes the number of FTE employees required to manufacture, assemble and install one unit of renewable energy generation capacity. See also Employment factor approach.

## **Employment factor approach**

The employment factor approach is a method used to estimate FTE employment in renewable energy activities. It combines an employment factor with a measure of renewable energy generation capacity. See also Employment factor.

## **Environmental accounts**

Environmental Accounts are accounts produced using the principles of the SEEA. These accounts are produced in a systematic manner, using underlying principles that allow their integration with information produced in accordance with the System of National Accounts. See also System of Environmental-Economic Accounting.

### **Full time equivalent (FTE)**

Full time equivalent employment is a unit of employee workload whereby employee numbers are expressed in terms of the hours of a typical full-time employee. Thus, the FTE of a full-time staff member is equal to 1.0. The calculation of FTE for part-time staff is based on the proportion of time worked compared to that worked by full-time staff performing similar duties. The use of FTE enables comparability of employee workloads across various contexts.

### **Geothermal power**

Geothermal power is generated by using the thermal energy naturally generated and stored in the Earth.

### **Hydropower**

Hydropower is a process in which flowing water is harnessed to generate power, usually as electricity.

### **Indirect employment - renewable energy**

Indirect employment in renewable energy activities comprises all employment related to the production of intermediate inputs related to installing, operating and maintaining renewable energy infrastructure. See also Direct employment - renewable energy.

### **Kilowatt (kW)**

A Kilowatt is a measure of electric power, equal to one thousand watts.

### **Landfill gas**

Landfill gas results from the breakdown of putrescible materials in waste deposited at landfill sites. This gas may be used to drive turbines to generate electricity.

### **Megawatt (MW)**

A Megawatt is a measure of electric power, equal to one million watts.

### **National Accounts**

The national accounts are a systematic summary of national economic activity produced in accordance with the recommendations of the **System of National Accounts (SNA)**. At a detailed level they show a statistical picture of the performance and structure of the economy. For further information please refer to the Australian System of National Accounts: Concepts, Sources and Methods, 2014 (cat. no. 5216.0).

### **Non-profit institutions (NPIs)**

Non-profit institutions are organisations that are not-for-profit and non-profit-distributing; they are institutionally separate from government and are self-governing. Membership of an NPI

is non-compulsory.

### **Petajoule (PJ)**

A petajoule is a measure of energy, equal to 1,000,000,000,000,000 (10 to the power of 15) joules.

### **Production boundary**

The SNA production boundary is a definition of activities deemed to be 'productive' and therefore to be included in SNA measures of output and production. The production boundary thus determines the size and nature of national accounting aggregates such as Gross Domestic Product (GDP).

### **Renewable energy activities**

Renewable energy activities are those activities principally motivated by the production of renewable energy, and/or by the design, construction and/or operation and maintenance of renewable energy infrastructure.

### **Roof-top solar photovoltaic (PV)**

Roof-top solar photovoltaic is a renewable energy generation system that uses PV modules ('solar panels') sited on a rooftop to convert solar energy into electricity. A solar inverter converts this electricity from direct current (DC) to alternating current (AC) to match the type of electricity coming from the network.

### **Satellite accounts**

Satellite accounts are accounts that provide a framework linked to the core national accounts and which enable attention to be focussed on a particular field or aspect of socio economic life in the context of the national accounts.

### **Solar energy**

Solar energy refers to energy used for electricity generation (by photovoltaic conversion or solar thermal generation) and to energy used to heat water in solar hot water systems.

### **Solar hot water system (HWS)**

Solar hot water systems use solar collectors to absorb energy from the sun and heat water.

### **System of Environmental-Economic Accounting (SEEA)**

The central framework of the System of Environmental and Economic Accounting is an international statistical standard for environmental-economic accounts ('environmental accounts'). It is a multipurpose conceptual framework for understanding the interactions between the economy and the environment, and for describing stocks and changes in stocks of environmental assets. It is consistent with the SNA.

### **System of National Accounts (SNA)**

The System of National Accounts is an international statistical standard for economic accounts. It is a framework that provides a comprehensive, consistent and flexible set of macroeconomic accounts for a range of applications. It is consistent with the SEEA.

## Wind power

Wind power refers to the conversion of wind energy into electricity using wind turbines.

# Abbreviations

## ABBREVIATIONS

ACT	Australian Capital Territory
ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ARENA	Australian Renewable Energy Agency
CEFC	Clean Energy Finance Corporation
ESC	Essential Services Commission
FiT	Feed-in tariff
FTE	Full time equivalent
GDP	Gross Domestic Product
HWS	Hot water system
ICT	Information and Communication Technologies
IPART	Independent Pricing and Regulatory Tribunal
IRENA	International Renewable Energy Agency
kW	kilowatt
kWh	kilowatt hour
LRET	Large Renewable Energy Target
MW	megawatt
NPIs	Non-profit institutions
NSW	New South Wales
NT	Northern Territory
PV	photovoltaic
RECs	Renewable Energy Certificates
RET	Renewable Energy Target
SEEA	System of Environmental-Economic Accounting
SEEA-CF	Central Framework of the System of Environmental-Economic Accounting
SNA	System of National Accounts
SRES	Small-scale Renewable Energy Scheme

## The concept of employment in renewable energy activities (Appendix)

### APPENDIX 1 THE CONCEPT OF EMPLOYMENT IN RENEWABLE ENERGY ACTIVITIES

The development of experimental statistics, such as the estimates of employment in renewable energy activities contained in this publication, relies heavily on what can be sourced from within the data environment presently available. Nevertheless, it is critically important to have a clear concept of what is to be measured. This section describes the notion and scope of estimates of employment in renewable energy activities used in this

publication.

International standards and guidelines exist to guide our understanding and definition of various aspects of the economy including production, consumption and employment. However, there is little in the way of international guidance on what precisely is meant by employment in renewable energy activities.

The 2008 edition of the **System of National Accounts** (SNA) defines employees as

"persons who, by agreement, work for a resident institutional unit and receive remuneration for their labour." (SNA, paragraph 19.20.)

SNA (paragraph 19.19) defines employment as

"all persons, both employees and self-employed persons, engaged in some productive activity that falls within the production boundary of the SNA and that is undertaken by a resident institutional unit"

SNA (paragraph 1.7) describes the range of economic activities that institutional units may engage in, namely, production, consumption and the accumulation of assets.

Employment in renewable energy activities thus relates to both employees and self-employed persons engaged in productive activities falling within the production boundary of the SNA. (From this position, the definition of 'renewable energy activities' becomes crucial and this is described in 'Scope of renewable energy activities'.)

The guiding principle of industry classification is the grouping together of all establishments engaged in the same, or similar, kinds of activity (SNA 2008, paragraph 5.2). Productive activities are carried out by institutional units. The institutional unit is allocated to an industry on the basis of its predominant activity. All employees of this institutional unit are in consequence allocated to this same industry. Thus, in official ABS Labour Market statistics, industry estimates of employment involve assigning employees to the industry of their employer. The 2006 edition of the Australian and New Zealand Standard Industrial Classification (ANZSIC) (cat. no. 1292.0) provides the basis for these industry estimates.

Standard industry classifications are designed to capture and separately identify a wide range of types of economic activity. For example, units predominantly engaged in aluminium smelting typically do not undertake significant secondary activity. Nor is aluminium smelting typically carried out by other industries as a secondary activity. Thus, in practice, employment assigned to the industry 'ANZSIC Class 2132 Aluminium Smelting' should equate closely to numbers of employees who undertake the activity of aluminium smelting. The same is not generally true of renewable energy activities. Some employment in renewable energy activities relates to the secondary activity of an employer whose predominant activity is not a renewable energy activity. In particular, much of this employment relates to the installation of renewable energy infrastructure by units that are predominantly engaged in construction or other activities.

To a limited degree ANZSIC 2006 supports the capture of employment in renewable energy activities. Hydropower is classified in ANZSIC as "2612 Hydro-Electricity Generation" and ANZSIC "2619 Other Electricity Generation" will also capture, in total, much of the remaining activity related to electricity produced from renewable sources.

# Quality Declaration - Summary

## QUALITY DECLARATION - SUMMARY

### INSTITUTIONAL ENVIRONMENT

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

In producing the experimental estimates contained in this publication the ABS has not collected any information using direct survey methods and has instead used two broad approaches. Firstly, it has accessed publicly-available information such as company annual reports, information provided on company websites, industry association reports and data drawn from the Renewable Energy Certificate (REC) Registry maintained by the Clean Energy Regulator. Secondly, it has made extensive use of the employment factor approach. This approach is a modelling technique that utilises information on installed capacities of renewable energy infrastructure, numbers of installations and employment factors. Employment factors indicate the number of annual direct FTE jobs created per physical unit of choice, for example, numbers of annual FTE employees created per megawatt (MW) of installed capacity of wind power. It is an estimation technique that has been widely used internationally to estimate employment numbers associated with renewable energy activities.

### RELEVANCE

**Employment in Renewable Energy Activities, Australia 2015** (cat. no. 4631.0) presents estimates of annual direct full time equivalent (FTE) employment in renewable energy activities for the years 2009-10 to 2013-14, by state and territory and by type of renewable energy. These estimates provide the first official Australian estimates of FTE employment in renewable energy activities and will allow analysts to better understand employment patterns in Australia.

### TIMELINESS

Estimates of annual direct full time equivalent (FTE) employment in renewable energy activities contained within **Employment in Renewable Energy Activities, Australia 2015** are released within 10 months of the end of the reference period.

### ACCURACY

Data published in **Employment in Renewable Energy Activities, Australia 2015** are considered analytically useful but are also considered experimental and data quality is expected to improve in any subsequent editions of this publication.

### COHERENCE

This publication contains the first set of ABS estimates of employment in renewable energy activity. The definitions of employees and employment used in this publication follow the



2008 edition of the **System of National Accounts** (SNA) and are consistent with those used throughout ABS employment statistics.

## INTERPRETABILITY

The explanatory notes of this publication contain four sections, which cover:

- Scope of renewable energy activities
- Categories of renewable energy activities
- Direct and indirect employment in renewable energy activities
- Estimation methodology.

## ACCESSIBILITY

The data contained in this publication comprise the full detail of publishable data for **Employment in Renewable Energy Activities, Australia 2015** and as such it is not possible to provide any further information beyond that presented in the publication. Tables contained in this publication are available in spreadsheet format in the downloads tab. For more detail on the publication please contact the National Information and Referral Service on 1300 135 070.

## Data Cubes (I-Note) - Data Cubes

**20/04/2015 Note:** The data cube has been updated. Totals for each state and territory are now described as "Total". These totals were previously labelled "Australia". The data remain unchanged.

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